DOCUMENT RESUME

ED 215 205 CE 032 108

AUTHOR Dillard, John M.; Campbell, N. Jo
TITLE Career Values and Aspirations of Adult Female and Male Puerto Ricans, Blacks, and Anglos.
PUB DATE [82]
NOTE 16p.; Paper presented at the Annual Meeting of the American Educational Research Association (New York, NY, March 1982).

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Adults; Attitude Measures; *Blacks; Careers; Cultural Influences; Ethnic Groups; *Females; Hispanic Americans; Males; Minority Groups; *Occupational Aspiration; *Puerto Ricans; Socioeconomic Background; Socioeconomic Status; Values; *Whites; *Work Attitudes

ABSTRACT

A study was conducted (1) to examine career values and aspirations among adults of Puerto Rican, Black, and Anglo ethnic and cultural backgrounds; and (2) to determine the extent to which career values and aspirations vary between the men and women in each of these ethnic groups. The participants were 304 adult men and women representing 194 families who lived in a large urban area of western New York state. The participants' social-class position was assessed with Hollinghead's Two Factor Index of Social Position; both education and occupation were applied to determine the socioeconomic status. Smith's Survey of Work Values (SWV) was used to measure the participants' career values. To measure the participants' career aspirations, researchers asked subjects to state the career choice they preferred for themselves over all others. The results showed that there were significant career value variations among the three ethnic groups. The medians of the career value scores of the Black and the Puerto Rican women were identical, while the median of the scores of the Anglo women was lower. The medians of the Black men and the Puerto Rican men were similar, while the median of the scores of the Anglo men was lower. Career aspirations, unlike career values, evidenced no distinct patterns among or within the three ethnic groups. The research suggests that there appear to be significant variations in levels of career values among the three ethnic groups, but differences in quality of career values is not suggested by the researchers. It is suspected, however, that how individual Puerto Ricans, Anglos, and Blacks act on their career values should have more importance to career counselors than their between-group differences. (Author/KC)

**********
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
**********

ED215205

# Career Values and Aspirations of Adult Female and Male Puerto Ricans, Blacks, and Anglos

John M. Dillard

N. Jo Campbell

Oklahoma State University

U.S. DEPARTMENT OF EDUCATION
NATIONAL INSTITUTE OF EDUCATION
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

This document has been reproduced as received from the person or organization originating it.

Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official NIE position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

John M. Dillard

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

CE 032 108

John M. Dillard (Associate Professor of Counseling and Student Personnel) and N. Jo Campbell (Associate Professor of Research, Measurement, and Evaluation) are both in the Department of Applied Behavioral Studies in Education, Oklahoma State University, Stillwater.

Requests for reprints should be directed to John M. Dillard, Associate Professor of counseling and Student Personnel, Department of Applied Behavioral Studies, Oklahoma State University, 322 N. Murray Hall, Stillwater, OK 74078.

## Abstract

This investigation examined career values and aspirations among adults of Puerto Rican, Black, and Anglo ethnic and cultural backgrounds. A secondary goal of this investigation was to determine the extent to which career values and aspirations vary between the men and women in each of these ethnic groups. The participants were 304 adult men and women representing 194 families who lived in a large urban area of western New York state. Two measures were used to assess the indepent variables. The results revealed that there were significant career value variations. Career aspirations, unlike career values, evidenced no distinct patterns among or within the three ethnic groups. Implications for research and career counseling were discussed.

## Career Values and Aspirations of Adult Female and Male Puerto Ricans, Blacks, and Anglos

Value orientations shape and guide our behaviors and ideas concerning what appears to be acceptable or desirable (Shetzer, 1981). Individuals are born into their culture with certain customs which are ascertained through, for example, family and peer interactions. Ethnic, cultural, and individual experiences often determine the values we hold. Some beliefs, aspirations, attitudes, or values concerning work are widely shared by most individuals of diverse ethnic and cultural groups in the United States. Dillard (in press) has noted in his research that many individuals of diverse ethnic and cultural groups (Black, Puerto Ricans, Southern Appalachian Anglos, Chinese, Chicanos, Vietnamese, Indians, etc.) place high premiums on certain behaviors, while some of these same behaviors are less desired by individuals of other groups. Variations and similarities of such career values and aspirations have crucial importance to employment counselors and career counselors who work with counseling consumers across ethnic and cultural lines. Career values and aspirations in decision making among individuals of diverse ethnic and cultural groups may require serious consideration in the counseling process.

Instrinsic and extrinsic dimensions of their career values play a significant part in their career choice; yet these values are affected by many Puerto Ricans', Blacks', and Anglos' situational determinates (e.g., socio-economic background, work ethnic, career aspirations and expectations and a host of other variables) (Katz, 1957; Hershenson, 1968; Dillard, 1980). Intrinsic and extrinsic dimensions of their career values may play a significant part in the career they choose and the extent to which they are satisfied with that choice. Locke (1970) hypothesizes that work performance appears associated with (or influences) career satisfaction if good performance is

observed as importantly involved in the person's attaining significant career values. Mobley and Locke (1970) concluded from their investigation that it is necessary to know what people value highly, how these values function in their jobs, and how well the values are being satisfied in work situations to establish association with values and job satisfaction. The question remains: to what extent are counselors familiar with the career values and aspirations of Puerto Rican, Black, and Anglo adults? Few empirical data are available to counseling practitioners which begin to delineate career values of these populations, particularly Puerto Ricans and Blacks.

The purpose of this study was to examine career values and aspirations of adults of Puerto Rican, Black, and Anglo ethnic and cultural backgrounds. A secondary goal of this study was to determine to what extent do career values and aspirations vary between the men and women in each of these ethnic groups.

## METHOD

### Sample

The participants were 304 adult men and women: 154 Blacks (105 women and 49 men), 99 Anglos (57 women and 42 men), and 51 Puerto Ricans (32 women and 19 men). These participants were parents of intact and nonintact and middle- and lower-class families. They, also, represent 194 families who lived in a large urban area of Western New York state.

### Instrumentation

The participants' social-class position was assessed with the use of Hollingshead's (1957) Two Factor Index of Social Position. The social-class level of the individual considered head of household was used as the participants' social-class position. Both education and occupation were applied to determine the socioeconomic status.

Smith's (1975) Survey of Work Values (SWV) was used to measure the participants' career values. The SWV is a 54-item scale that deals with both intrinsic

and extrinsic factors of work principles. Two dimensions of extrinsic factors are (1) social status of job and (2) attitude toward earnings. Intrinsic factors include three dimensions (1) pride in work, (2) activity preference, and (3) job involvement. Two overlapping dimensions of the intrinsic-extrinsic dichotomy are (1) upward striving and (2) responsibility to work. Wollack, Goodale, Wijting, and Smith (1971) report that the SWV meets common criteria for construct validity. The six career values are discriminably different from one another, and the items well represent the constructs in which they are intended to measure. SWV scores have discriminated meaningfully among occupational groups and have correlated substantially with background variables (see Goodale, 1973) which have been correlated with other instruments of career values (Woolack et al., 1971, p. 338). The test-retest reliabilities of the 9-item subscales range from .68 to .76 (Goodale, 1973). Since nearly three times the number of items contained in the SWV is generally needed to attain a reliability coefficient of .80, serious concern for the reported reliability is unwarranted (Wollack et al., 1971, p. 336).

To measure each participants' career aspiration, they were requested to state the career choice they preferred for themselves over all others. Each career choice was rated one to seven according to Hollinghead's Occupational Scale of the Two Factor Index of Social Position (Hollingshead, 1957). Although some error might exist in these ratings, these ratings errors distribute randomly and normally and can be assumed nonsignificant.

Administration Procedures

Counselors were told that rationale for the study and provided sufficient orientation by the researchers to administer these instruments to the adult participants. Participants (men and women) or the 194 families were selected by counselors who chose each fifth-family-name of adolescent students from five urban schools' attendance records. Participants who gave permission to

be included in the study were contacted by letter asking both husband and wife (where present) to take part in the investigation. After receiving permission, individual-family interviews were planned and professional interviewers (Puerto Ricans, Anglos, and Blacks) visited the participants' homes to conduct interviews. The SWV was administered to both wife and husband (where present) simultaneously during these interviews. This administration required about 25 to 30 minutes for completion. Immediately following this administration, participants were asked to respond to the short questionnaire about their career aspiration, requiring approximately three minutes. Data collection for this study was conducted during a 10-week period.

Statistical Procedures

The Kruskal-Wallis test (Siegel, 1956), a nonparametric statistical test, was employed to test the following hypotheses:

1. There is no significant differences among the career values of Black, Puerto Rican, and Anglo adult females.

2. There is no significant differences among the career values of Black, Puerto Rican, and Anglo adult males.

3. There is no significant differences among the career aspirations of Black, Puerto Rican, and Anglo adult females.

4. There is no significant differences among the career aspirations of Black, Puerto Rican, and Anglo adult males.

The Median test (Siegel, 1956) was applied to test the following hypotheses:

5. There is no significant difference between the career values of men and women of the same ethnic group membership (Black, Puerto Rican, and Anglo).

6. There is no significant difference between the career aspirations of men and women of the same ethnic group membership (Black, Puerto Rican, and Anglo).

Results:

The tests of Hypotheses 1 and 2 indicate that there are significant differences among career values of the three ethnic groups. The Kruskal-Wallis anlaysis of variance test indicates significant differences among the Black, Puerto Rican, and Anglo women's career values ($\chi^2 = 12.62$, df = 2, $p < .01$). The medians of the Career Value Scores of the Black and the Puerto Rican women are identical, while the median of the scores of the Anglo women is lower (see Table 1). Differences in the Black, Puerto Rican, and Anglo men's career values were identified ($\chi^2 = 7.85$, df = 2, $p < .05$). The medians of the Black men and the Puerto Rican men are similar, while the median of the scores of the Anglo men is lower.

---

Insert Table 1 about here

---

The test of Hypothesis 3 revealed no significant differences in the career aspirations of Black, Puerto Rican, and Anglo women ($\chi^2 = 4.02$, df = 2, $p > .05$). However, the test of Hypothesis 4 evidenced significant differences among Black, Puerto Rican, and Anglo men's career aspirations ($\chi^2 = 9.14$, df = 2, $p < .05$). The median of the Anglo men is the lowest and the Black men's median score is the highest of the three medians.

To test Hypotheses 5 and 6, the median test was applied to the career values and the career aspirations of the women and men within each of the ethnic groups. These six statistical tests identified within only one ethnic group one measure for which there is a significant sex difference. The majority of the Black women scored above the combined median of the career values, while the majority of the Black men scored below the combined median ($\chi^2 = 4.25$, df = 1, $p < .05$).

The Kruskal-Wallis test was utilized to investigate the ancillary hypotheses regarding differences between females and between males of the three ethnic groups. These hypotheses dealt with the six subtests of the SWV.

Within ethnic group differences between husbands and wives on the six subtests of the SWV were analyzed using the Wilcoxon matched-pairs signed-ranks test (Siegel, 1956).

The Kruskal-Wallis analysis of variance test results reported in Table 2 indicate significant differences in median values of activity preference of Black, Anglo, and Puerto Rican adult females. The median value for the Anglo females is the lowest, while the median value for the Black females is the highest. Significant differences in the medians of the job preference measures of the females and the attitude toward earnings subscale are also reported in Table 2.

---

Insert Table 2 about here

---

There were no significant differences between the median values of the Black, Anglo, and Puerto Rican males. Males and females who were married were considered a matched pair in the application of the Wilcoxon matched-pairs signed-ranks test to investigate within ethnic group differences on the six subtests of the SWV. The results are reported in Table 3. Significant differences between the activity preference measures and the attitudes toward earnings measures of Black males and females were found. Anglo males and females have significantly different attitudes toward earnings and pride in work measures. No significant differences between the responses and Puerto Rican males and females were foun

---

Insert Table 3 about here

---

Discussion

The data suggest that there are variations among Black, Anglo, and Puerto Rican women and men. It appears that the levels of career values among both Puerto Rican and Black women and men are more similar than the levels of career values among Anglo men and women. Situational determinants (e.g., socioeconomic background, place of residence, etc.) included in Black and Puerto Rican men's and women's experiences may, indeed, shape certain attitudes and beliefs differently regarding work compared to those of their Anglo men and women counterparts. While there appears to be significant variations in levels of career values among the three ethnic groups, the investigators do not suggest differences in quality of career values among these groups. It is suspected, however, that how individual Puerto Ricans, Anglos, and Blacks act on their career values should have more importance to counseling practitioners than their between-group differences. It was noted that there were within-group variations as well as between-group variations.

The ancillary hypothesis tested utilizing data from the six SWV subscales indicated specific variations in career values. When males and females are matched and compared, Blacks had significantly higher activity preference variations than matched males and females in Anglo and Puerto Rican groups, respectively. The three female groups' (Black, Anglo and Puerto Rican) activity preference ( an intrinsic factor) subscores were significantly different. It appears that the Black and Puerto Rican female groups, respectively strongly prefer to keep themselves active and busy in a work setting. Activity preference is an intrinsic factor suggesting the Black and Puerto Rican females seem to be internally compelled to prefer to be active and busy while working. Realization of the long history of work

in and outside the home and recent economic and social gains for ethnic minorities may have contributed to these differences.

Puerto Rican females followed by Anglo females, however, more strongly prize taking an active interest in their co-workers and their place of employment's functions and desires to contribute to career-related decisions than do the Black females. One explanation for this difference might be that both Puerto Rican and Anglo women have been intrinsically sensing an increased partnership in their career settings now that some major employment gains have been achieved for women.

Attitudes toward earnings were significantly different among the three female groups. Attitudes toward earning is an extrinsic factor. The greatest difference seems to be between Black females and Anglo females. The results suggest that the Black and Puerto Rican females may have more impelling needs derived from environmental factors to exercise higher values in making money in a career than the Anglo females, since most of them are in the lower-socioeconomic status and/or are the sole providers of their family. Black male and female comparisons seem to have wide value discrepancies regarding making money on the job. Yet Anglo male and female matched-pair comparisons reveal wider variations in attitudes toward making money on the job than either Black males and females or Puerto Rican males and females. Of the male and female comparisons in each of the three ethnic groups, the Puerto Rican males and females seem to have more similar prizing of the SWV subscale values. One possible reason for such similarity is that traditional Puerto Rican culture might encourage both females and males to more strongly support similar values than found in middle-class Anglo culture.

The research finding regarding career aspirations in the present study, unlike career values, evidenced no distinct patterns of career aspirations

among or within three ethnic groups. The men did not tend to be consistently higher or lower than the females in career aspirations.

The investigators suspect that several aspects of career values within each of the three ethnic groups are common across these groups. However, based on cultural and ethnic determinants, significant relationships among commonly held values in particular ethnic groups are questionable when compared to many value orientations of other groups. Hence, other researchers should note that career values might be more meaningful to study when Puerto Ricans', Blacks', and Anglos' needs and intersts are considered. It is likely that some of these ethnic groups values and needs overlap, while other are unique. Further research should include similar ethnic group members with larger sample sizes, particularly Puerto Ricans. One question to be answered is to what extent do urban, suburban, and rural Anglos, Puerto Ricans, and Blacks exhibit similarities and differences in career values and aspirations.

Counseling practitioners should seriously attempt to identify both extrinisic and intrinsic values of Blacks, Anglos, and Puerto Ricans when providing vocational assistance. The investigators suspect that such values will have significant implications for the kinds of career attitudes and career choices expressed by Blacks, Anglos, and Puerto Ricans in counseling situations.

## References


Dillard, J.M. Multicultural counseling: Toward ethnic and cultural relevance in human encounters. Chicago, ILL: Melson-Hall Publishers (in Press).

Dillard, J.M. Some unique career behavior characteristics of Blacks: Career theories, counseling parctice, and research. Journal of Employment Counseling, 1980, 17, 228-298.

Goodale, J.G. Effects of personal background and training on work values of the hard-core unemployed. Journal of Applied Psychology, 1973, 57, 1-9.

Hershenson, D.B. Life-stage vocational development system. Journal of Counseling Psychology, 1968, 15, 23-30.

Hollingshead, A.B. Two factor index of sical position. Unpublished manuscript, 1957. (Available from 1965 Yale Station New Haven, Connecticut).

Katz, M.R. A model of guidance for career decision-making. Vocational Guidance Quarterly, 1966, 15, 2-10.

Locke, E.A. Job satisfaction and job performance: A theoretical analysis. Organizatinal Behavior and Human Performance, 1970, 5, 484-500.

Mobley, W.H., & Locke, E.A. The relationship of value importance to satisfaction. Organizational Behavior and Human Performance, 1970, 5, 463-483.

Shertzer, B. Career planning: Freedom to choose (2nd ed.). Boston, Mass.: Houghton Mifflin Co., 1981.

Siegel, S. Nonparametric Statistics for the Behavioral Sciences. New York: McGraw-Hill, 1956.

Smith, P.C. Bowling Green University survey of work values. Bowling Green, Ohio: Bowling Green University, 1975.

Wollack, S., Goodale, J.G., Wijting, J.P., & Smith, P.C. Development of the survey of work values. Journal of Applied Psychology, 1971, 55, 331-338.

Table 1

Median Scores for Ethnic Groups

| Variable | Ethnic Group | | |
|---|---|---|---|
| | Black | Anglo | Puerto Rican |
| Career Aspirations | | | |
| Female | 8.77[a]<br>104 | 8.25<br>57 | 8.17<br>32 |
| Male | 9.00<br>49 | 6.83<br>42 | 7.75<br>19 |
| Combined Groups | 9.17<br>153 | 6.55<br>99 | 7.91<br>51 |
| Career Values | | | |
| Female | 214.00<br>105 | 197.60<br>57 | 214.00<br>32 |
| Male | 206.33<br>49 | 196.50<br>42 | 211.75<br>19 |
| Combined Groups | 210.90<br>154 | 196.92<br>99 | 211.75<br>51 |

[a]Order of presentation is median and number of subjects.

Table 2

Median Values and Kruskal-Wallis H Values

for Females of Three Ethnic Groups

| SWV Subscales | Black [a] | Anglo [b] | Puerto Rican [c] | H |
|---|---|---|---|---|
| Social Status of Job | 32.46 | 31.60 | 31.21 | 2.24 |
| Activity Preference | 36.22 | 32.71 | 34.50 | 10.98** |
| Job Involvement | 34.81 | 35.20 | 38.00 | 8.46* |
| Upward Striving | 33.12 | 34.12 | 34.17 | .62 |
| Attitudes Toward Earnings | 33.76 | 27.42 | 33.50 | 17.82** |
| Pride in Work | 40.44 | 40.19 | 39.00 | .54 |

[a] n=105

[b] n= 57

[c] n= 32

*p<.05

**p<.01

Table 3

Differences Between Career Values

for Matched Pairs of Males and Females

| SWV Subscales | Black | Anglo | Puerto Rican |
|---|---|---|---|
| | z | z | z |
| Social Status of Job | .83 | .17 | .36 |
| Activity Preference | 1.96* | .84 | .38 |
| Job Involvement | .79 | 1.92 | 1.92 |
| Upward Striving | .04 | 1.91 | 1.13 |
| Attitudes Toward Earnings | 2.27* | 3.04** | .64 |
| Pride in Work | .38 | 2.89** | 1.61 |
| Number of pairs | 49 | 42 | 19 |

*p<.05
**p<.01